



Segametsi Duge

Global Health Leader

Former USAID Health Office
Deputy Director with 16+ years
of development expertise



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[Linkedin](#)[Contact](#)

20 Years of
experience

Professional Bio:

Segametsi Duge has served as distinguished international development professional with more than 20 years of progressive experience advancing health, humanitarian, and foreign assistance programs in Botswana. A dynamic and solutions-driven leader, she spent over 16 years managing complex U.S. Government (USG) health portfolios, primarily under PEPFAR, within USAID and the U.S. Embassy Gaborone. She was a USAID-trained and certified Project Manager (AOR/Activity Manager) with deep expertise in program design, strategic planning, financial oversight, monitoring and evaluation (M&E), and multi-stakeholder coordination.

Segametsi most recently served as Deputy Health Office Director at USAID/Botswana, where she provided strategic, technical, and managerial leadership for the U.S. Government's multi-million-dollar HIV/AIDS portfolio. In that role, she oversaw prevention, care and treatment, health systems strengthening, supply chain, and OVC/DREAMS programming, ensuring alignment with national

Skills & Expertise:

Program/Project Management; Grants Management; Monitoring, Evaluation, and Learning (MEL); Proposal Writing; Stakeholder Engagement; Budget & Finance; Strategic Planning; Private Sector Engagement; Global Health; Localization / Capacity Strengthening

Sectors of Work:

International Development; Public Health; Emergency Relief

Languages Spoken:

English, Setswana

priorities and global health strategies. She led high-level engagement with the Ministry of Health, Global Fund, UNAIDS, and other multilateral partners, representing U.S. Government priorities in national forums and donor coordination platforms. She championed data-driven decision-making, led portfolio performance reviews, ensured fiscal accountability, and supported the shift toward sustainable, locally led development approaches.

From 2014 to 2024, Segametsi served as USAID/Botswana's Program Development Specialist for Monitoring & Evaluation. She was AOR/Alternate AOR for major implementing partners—including Light Botswana, Project Concern International, and JHPIEGO—and managed several global mechanisms such as Data.FI, MEASURE Evaluation, and Project SEARCH. She provided full lifecycle activity management, including annual work planning, budget reviews, performance reporting, pipeline analysis, and closeout. As a seasoned MEL expert, she strengthened national HIV data systems, guided results framework development, supported evaluations, and oversaw the review of partner PMPs and indicator performance.

Segametsi also played a pivotal interagency role during the COVID-19 pandemic, when she was seconded to the PEPFAR Coordination Office to facilitate high-level planning, monitoring, and reporting across U.S. Government agencies. She contributed to eight consecutive PEPFAR Country Operational Plans (COP15–COP23), bringing analytical rigor and strategic insight to Botswana's annual planning processes.

Her earlier career included serving as Finance/M&E Officer for USAID/PEPFAR (2009–2014), where she simultaneously led program budgeting, financial analysis, M&E systems development, and activity management during a period of limited staffing and expanding program scope. Before joining USAID, she worked with the Botswana Red Cross Society as

Planning, Monitoring, Evaluation, and Reporting (PMER) Officer, and with CDC BOTUSA as Community Liaison Coordinator for the Truvada Study, where she strengthened community engagement and research communications.

Segametsi earned a Master of Business Administration (MBA) from Botswana Open University and a Bachelor of Business Administration from the University of Botswana. She was fluent in English and Setswana and proficient in multiple data and project management systems including DHIS2, FACTS Info, DATIM, GLAAS, STATA, and SPSS.

Her exemplary performance earned her multiple U.S. Government awards, including Meritorious Honor Awards, Mission Honor Awards, and Eagle Awards. She was widely recognized for her leadership, strategic thinking, integrity, and unwavering commitment to improving health outcomes for the people of Botswana.



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